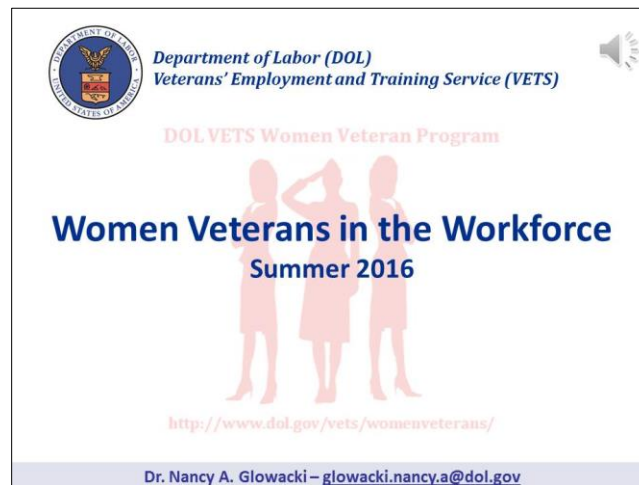
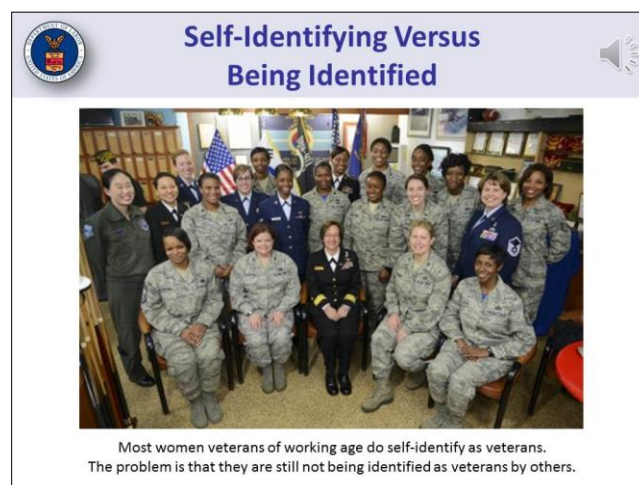


Women Veterans in the Workforce Transcript



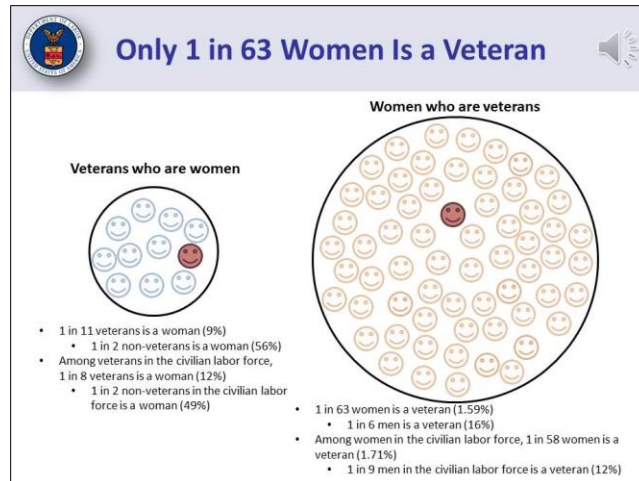
Slide 1:

Hi. I'm Nancy Glowacki, Army Veteran and Women Veteran Program Manager for the Department of Labor Veterans' Employment and Training Service, known as DOL VETS. I'd like to talk to you about why we have a Women Veteran Program, what the Women Veteran Program does, some trends we are seeing, and what you can do to support the employment and economic security of women veterans.



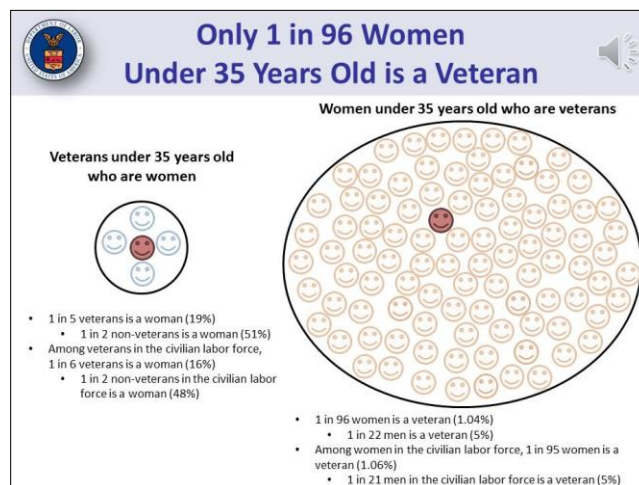
Slide 2:

As you may know, women have always served in the U.S. Military in some capacity, but they have not always been officially recognized as veterans. As a result, some women are less likely than some men to self-identify as veterans. But what we hear more and more from women veterans of working age is that they are self-identifying as veterans but they are not being identified as veterans by others. How can this still be happening?



Slide 3:

Perhaps it's because most people in America do have, or have had, personal interaction with a male veteran, but most Americans have not had personal interaction with a female veteran. One in every eleven veterans is a woman, but only one in every sixty-three women is a veteran. Comparatively, one in every six adult men in America is a veteran.



Slide 4:

Among younger women, we see an even more extreme divide between veterans and non-veterans. While one in five veterans under thirty-five years old is a woman, only one in ninety-six women under thirty-five years old is a veteran. The combination of the actual demographics and the outdated assumptions of society can be very isolating for some women veterans.



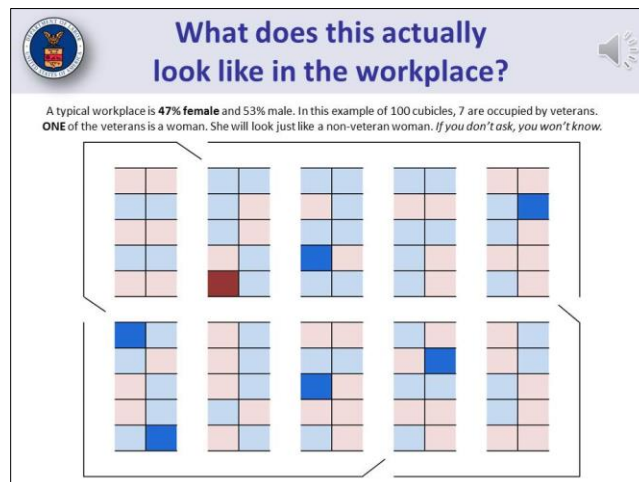
How Society Impacts Her Transition




"My male peers came home from our deployment to be recognized as heroes. I spent a year in combat to come home to a nation debating whether or not women should be in combat."


Slide 5:

As one woman put it, "my male peers came home from our deployment to be recognized as heroes. I spent a year in combat to come home to a nation debating whether or not women should be in combat." It is important that we remember and intentionally provide outreach to women veterans, and that we separate any personal or political views from the actual people who have served our nation.



Slide 6:

So what does this actually look like in the workplace? Let's consider a typical workplace with one hundred employees. Among one hundred employees of all ages, forty-seven will be women and fifty-three will be men. Seven employees will be veterans. Only one of the seven veterans will be a woman, and she will look just like the other forty-six women. If you don't ask, you won't know.



DOL VETS Women Veteran Program

Monitors the overlapping considerations of working veterans and working women to ensure that DOL's employment services are meeting the needs of women veterans

- Updated the definition of homeless as a Significant Barrier to Employment (SBE) to match the definition most advantageous to women experiencing domestic violence and other life-threatening situations (42 U.S.C.)
 - Webinar on Serving Women Veterans and Veterans Fleeing Domestic Violence available: http://hchv.org/index.php/connect/story/webinar_on_serving_women_veterans_a
- Found that too many women veterans are not aware of the free employment services available to them and developed the Employment Assistance for Women Veterans webinar
 - Available for viewing or download: <http://www.dol.gov/vets/womenveterans/>
 - Women veterans who use DOL's free employment services are hired faster and earn more money than non-veteran women using similar services <http://www.dol.gov/asp/evaluation/snapshots/20150428VeteransStudySnapshot.pdf>

EMPLOYMENT ASSISTANCE FOR WOMEN VETERANS

WEBINAR



Learn how to access the priority-of-service you're entitled to and how to quickly find free help at a convenient location closest to you!

www.dol.gov/vets/womenveterans

The webinar is a short, easy-to-view format and is designed specifically for:

- Women who served in the U.S. military
- Women Veterans Coordinators (WVCs)
- Human Service Officers (HSOs)
- Service providers
- Anyone else who shares resources with women DV with women

Slide 7:

It's because of all this that DOL VETS has a Women Veteran Program at the National Office. We work behind the scenes to ensure that issues disproportionate to women are considered in veterans' employment services. For example, VETS recently made a policy change to make our most intensive employment case management services available to veterans fleeing domestic violence.



Cultural Shift at DOL VETS


- Advisory Committee on Veterans' Employment, Training and Employer Outreach (ACVETO)
 - Approximately half of the committee members are women
 - Two committee members are experienced in both serving and advocating for women veterans
- VETS Communication Campaign in March
 - Contributed to the most recorded unique site visits on www.dol.gov/vets/womenveterans to date
- Assistant Secretary Michaud attended the Women's Bureau Equal Pay Day event
- Enhancements on www.veterans.gov
 - Added silhouettes of both women and men
 - Included resources for Working Women link on Find a Job page




VETERANS.GOV

Slide 8:

While DOL VETS has always served veterans of both genders, we are experiencing a cultural shift as the proportion of veterans who are working women continues to grow. I encourage you to visit the new veterans.gov site. On the Find A Job page, you'll find resources specifically for working women, courtesy of our sister agency, DOL's Women's Bureau.



Overall, Women Veterans are Doing Well




- Women Veterans are more likely than male veterans or women non-veterans to college graduates and to be in the civilian labor force

	College Graduates	In the Civilian Labor Force
Male veterans	31%	50%
Male non-veterans	34%	75%
Women veterans	42%	62%
Women non-veterans	38%	58%

Slide 9:

Women veterans are more likely to be in the civilian workforce than male veterans or women non-veterans. And overall, they're doing very well. Women veterans are more likely than male veterans or non-veterans of either gender to be college graduates. They are, of course, also more likely to be enrolled in school, which can make finding appropriate employment challenging.



Unemployment Rates



- The annual average unemployment rate for all women veterans is not statistically different from women non-veterans
<http://www.dol.gov/vets/updates/2015-VETSFactSheetWomensVeterans508.pdf>

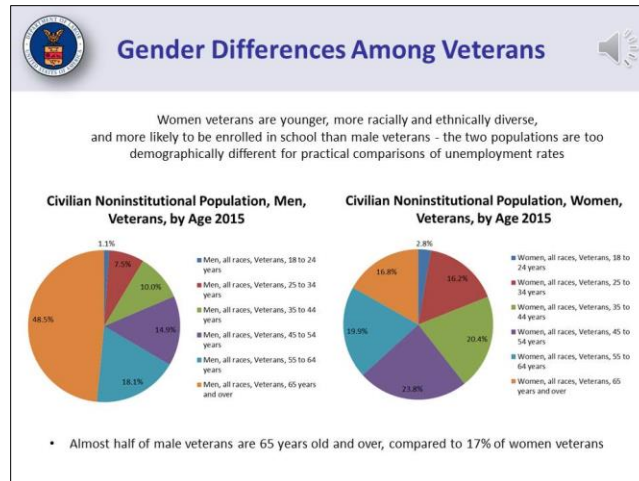
	2015	2014	2013
Women veterans	5.4%	6%	6.9%
Women non-veterans	5%	5.9%	6.8%

- For women of color – specifically African-American women – unemployment rates are lower for veterans than for non-veterans

	2015
African-American women veterans	6.5%
African-American women non-veterans	8.7%

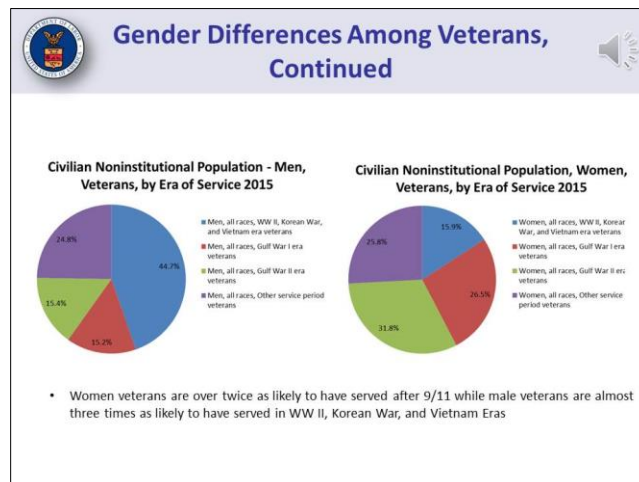
Slide 10:

Looking at the annual average unemployment rates, which is the most reliable source of data, and considering the one percentage point margin of error between women veterans and women non-veterans, we can see that the unemployment rate of women veterans has not been statistically different from women non-veterans for three years. Among African American women, veterans actually have lower unemployment rates than non-veterans.




Slide 11:

You may be wondering why I didn't compare the unemployment rate of women veterans to the unemployment rate of male veterans. The truth is, the two populations are just not comparable for employment purposes. In terms of employment, women veterans are more similar to women non-veterans than they are to male veterans. For example, nearly half of male veterans are sixty-five years or age or older.




Slide 12:

Women veterans are younger and are over twice as likely as male veterans to have served after 9/11, while male veterans are almost three times as likely to have served in the World War II, Korean War, or Vietnam Eras.



Occupational Trends




- Veterans are slightly more likely than non-veterans to work in management occupations
 - Women are slightly less likely than men
- Women veterans are more likely than women non-veterans to work in certain non-traditional occupations (NTOs)
 - Twice as likely as women non-veterans to work in computer and mathematical occupations
 - Four times as likely as women non-veterans and more likely than male non-veterans to work in protective service occupations


	Management	Computer and Mathematical	Protective Service Occupations
Male veterans	14%	4.0%	7.01%
Male non-veterans	13%	4.2%	2.68%
Women veterans	12%	3.8%	3.49%
Women non-veterans	10%	1.5%	.9%

Slide 13:

Let's look at some interesting occupational trends. Among both genders, veterans are more likely than non-veterans to work in management, and women veterans are more likely than women non-veterans to work in certain occupations where seventy-five percent or more of the workforce is male. These include both occupations considered to be STEM fields and occupations that protect the public, such as police officers.



What can I do to support women veterans?



Lawmakers

- Amend the U.S. Code authorizing all veteran programs (38 U.S.C.) to include "Persons Fleeing Domestic Violence" in the Definition of Homeless Veteran
- Provide a thorough analysis of 38 U.S.C. to identify any definitions (or other text) that are disadvantageous to and/or exclusionary of women compared to the definitions (or other text) found elsewhere in the Code of Federal Regulations that govern services received by all women

Women Veteran Advocates

- Whenever possible, educate your network on what you do, why you do it, and how they can create standard operating procedure that considers women veterans in all veteran OR women programs, services, and public policy

Other Advocates, Supporters, and Service Providers of Veterans OR of Women

- Become familiar with the employment services available to women veterans and make referrals as needed – a medical professional, a clergy member, or even a neighbor may be the first to know she needs employment assistance!
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Veteran Employment Service Providers

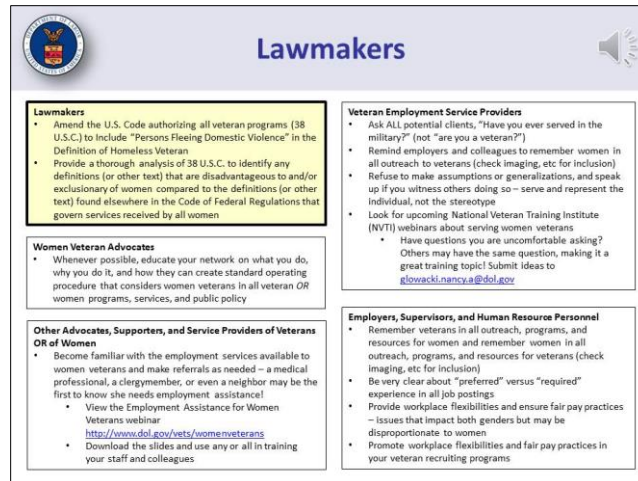
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- Look for upcoming National Veteran Training Institute (NVTI) webinars about serving women veterans
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Employers, Supervisors, and Human Resource Personnel

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- Promote workplace flexibilities and fair pay practices in your veteran recruiting programs

Slide 14:

So, how can you support women veterans? Well, we've provided some examples here, but the truth is that everyone can do something. So as we go through these examples, think outside the box as well.



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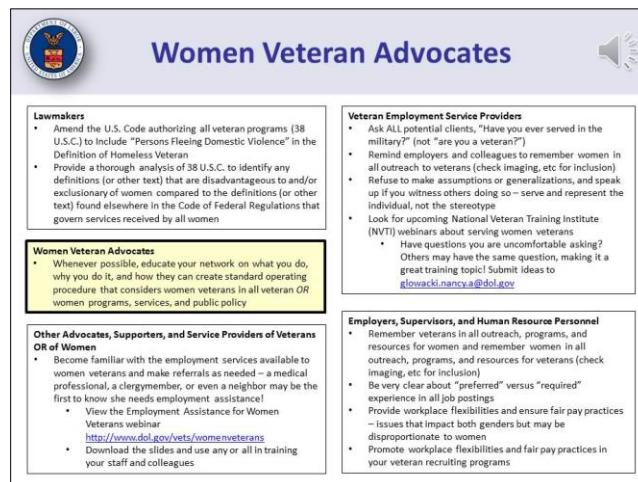
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Slide 15:

Lawmakers can support women veterans by ensuring that the U.S. Code that governs all Federal veterans programs is inclusive of issues considered to be disproportionate to women.



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Slide 16:

Women Veteran Advocates do an amazing job at serving women veterans, but unfortunately they can only reach so many. To better serve all women veterans, what we must do as Women Veteran Advocates is to teach what we're doing, so that what we do becomes standard operating procedure among all programs that serve veterans or that serve women.



Other Advocates of Veterans OR of Women

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Slide 17:

Women have many roles, and "veteran" is often not the primary one. It may be a friend or a neighbor who is the first to learn that she is struggling to find work. We ask everyone to become familiar with the free employment services she is entitled to be either viewing the Employment Assistance for Women Veterans webinar video or by downloading the slides to use as you see fit.



Veteran Employment Service Providers

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Slide 18:

It's very important to ask each and every potential client if they have ever served in the military. Note that I did not say "are you a veteran" because the definition of veteran can be confusing, particularly for the older generations of women, who were not always recognized as veterans. Make sure that women are included in all imaging and outreach efforts. Welcome her in with open arms!



Employers, Supervisors, and Human Resource Personnel

Lawmakers and Lobbyists

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Slide 19:

Employers should always remember that women veterans are, first and foremost, women. Women are less likely than men to apply for a job when they don't meet all of the criteria in the job posting, so it's important to use very clear language separating preferred experience from required experience in all job postings. And as always, ensure fair pay practices for all positions.



How will YOU support women veterans?

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Slide 20:

The last six slides were merely suggestions, and you probably saw something you can do in more than one of the boxes. But think outside of these boxes. What else can you do to support the economic security of women veterans?



Slide 21:

Want more information? Visit dol.gov/vets and click on Women Veterans. Have questions, or just want to share what you are doing to support women veterans? Connect with me via email at glowacki.nancy.a@dol.gov. Thank you for taking time out of your busy day to view this presentation, and thank you for supporting women veterans.